



## Bernard COULATY

**Post-graduate degree - Master 2 (DESS) in Human Resources Management**

**Principal Professor of Practice, Human Resource Management**

**Academic Director**

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### EDUCATION

- 1987** Post-graduate degree - Master 2 (DESS) in Human Resources Management, IAE of Aix-en-Provence, France
- 1986** Master's degree - Toulouse Business School (ESC), Ecole Supérieure de Commerce, France
- 1986** Bachelor of Arts European Business, Nottingham University, United Kingdom

### PROFESSIONAL CERTIFICATION

- 2018** General Management Program, INSEAD, France

### RESEARCH INTERESTS

Employee Engagement, Human Resource Management, Leadership

### PROFESSIONAL EXPERIENCE

#### ACADEMIC:

- 2022 - Present** Academic director, IÉSEG School of Management, France
- 2020 - Present** Professor, IÉSEG School of Management, France

#### PROFESSIONAL:

- 2016 - 2018** Freelance Human Resources Consultant, MOST ENGAGED CONSULTING LTD, HONG KONG, Freelance, Hong Kong, Hong Kong
- 2009 - 2016** Vice President Human Resources Asia, Pernod-Ricard Asia, Hong Kong
- 2004 - 2009** Vice President Human Resources Europe Middle East, Pernod-Ricard Europe, Paris, France
- 2001 - 2004** Human Resources Director Pernod France, Pernod-Ricard Europe, Paris, France
- 1994 - 1997** Human Resources Manager, Danone, Nantes, France
- 1992 - 1994** Human Resources and Financial Control Manager, Danone, France
- 1989 - 1992** Human Relations Manager, Danone, Vervins, Picardie, France

## CONSULTING EXPERIENCE

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2019                      Freelance Human Resources Consultant, MOST ENGAGED, PARIS, Freelance, France

## COURSES TAUGHT

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- Hr management, leadership: collective intelligence and strategic decisions
- Managing people and teams, Msc in business analysis and consulting
- Managing people, Post graduate program
- Positive leadership development, Grande ecole (master cycle)
- Strategic human resources management, Grande ecole (master cycle)
- Human resources and people engagement, Executive mba
- Creating engagement to lead organizations in a vuca world, Executive mba
- Hec executive mba
- Positive leadership development, Grande ecole (bachelor cycle)
- Managing people and teams, Msc in business analysis and consulting
- Managing people, Post graduate program
- Change management, Grande ecole (bachelor cycle)
- Managing people and teams, Msc in business analysis and consulting

## INTELLECTUAL CONTRIBUTIONS

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### Papers in refereed journals

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#### Published

Coulaty B., Roussel-Sargis C., (2021), Piloter l'engagement des télétravailleurs dans l'espace et le temps, nouveau défi du leadership, *Harvard Business Review online*, mai 2021(mai), pp. online

Coulaty B., Roussel-Sargis C., (2020), Renforcer l'engagement des collaborateurs pour rebondir après la crise, *Harvard Business Review online*, 09112020(09112020), pp. 3

### Books

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#### Published

Coulaty B., (2018), *Engagement 4.0 : pour une expérience durable au travail, avec et par les collaborateurs*, 978-2-37687-175-0, EMS – Editions Management et Société, Cormelles-le-Royal

Coulaty B., (2018), *Engagement 4.0 : pour une expérience durable au travail, avec et par les collaborateurs*, 978-2-37687-175-0, EMS – Editions Management et Société, Cormelles-le-Royal

Coulaty B., (2016), *New Deal of Employee Engagement*, 978-9-814-66062-4, McGraw-Hill Education, New York

## Research reports

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Coulaty B., (2020), *White Paper / Livre Blanc "(Re)construire un engagement durable"*, Diffusion through IESEG website

## PROFESSIONAL SERVICE

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### Invited Lecturer

2020 HEC Executive Education - Custom program, France

2020 HEC Executive Education - EMBA, France

2020 HEC Executive Education - Custom program, France

### Keynote address

2021 Faurecia University - Purchasing director programs - Keynote "Get the best from yourself and your team", France

2021 Colloque RH ISFOGEP "Engager durablement des équipes nomades, nouveau défi du leadership", France

2021 Parlons RH - Webinar on employee experience, France

2020 ANDRH Adour Webinar - Engagement in the post-Covid crisis, France

2020 La Maison du Management - Webinar on building sustainable engagement, France

2020 Liaisons Sociales Conference - Participation to a panel and roundtable on engagement in the post-Covid crisis, France

2020 Human Day - Engaging leadership, France

2020 MERIT Summit - Building engagement through a learning organization, France

2020 ANDRH Bretagne Webinar - Sustainable engagement for HR and business leaders, France

2020 EDF Internal Management Conference - Rebuilding engagement after the Covid-19 crisis, France

### Presentation in a seminar

2021 CEGOS - 2 day executive training on labour relations management, France

2021 Liaisons Sociales (Wolters Kluwer) - 2 day executive training on employee engagement, France

2021 Liaisons Sociales (Wolters Kluwer) - 2 day executive training on international HR management, France

2020 Liaisons Sociales (Wolters Kluwer) - 2 day executive training on employee engagement, France

## RESEARCH ACTIVITIES

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### COMMITTEE CHAIR

yyyy2022 Magazine ENTREPRENDRE - Interview sur les soft skills dans le management, IÉSEG School of Management, France

yyyy2022 LA VOIX DU NORD - Interview sur l'évolution du management post-Covid, IÉSEG School of Management, France

- yyyy2021** LE MONDE GRANDES ECOLES ET UNIVERSITES - Interview sur l'évolution du management post-Covid, IÉSEG School of Management, France
- yyyy2021** Interview pour le magazine L'EXPRESS "Les nouveaux défis des cadres dirigeants", IÉSEG School of Management, France
- yyyy2021** Interview pour Le Monde des Grandes Ecoles "Le Command & Control c'est fini, place au Trust & Track Leadership", IÉSEG School of Management, France
- yyyy2020** Article in Harvard Business Review France Online "Renforcer l'engagement des collaborateurs pour rebondir après la crise", IÉSEG School of Management, France
- Interview in IESEG magazine CHANGE, IÉSEG School of Management, France
- yyyy2021** Moderating a panel of speakers at IESEG Summer University on the topic of leadership and engagement in a VUCA world, IÉSEG School of Management, France
- yyyy2022** LIAISONS SOCIALES - Interview video sur l'évolution du management post-Covid, IÉSEG School of Management, France
- yyyy2022** XERFI CANAL - Série de 5 interviews video sur l'engagement des collaborateurs et le leadership, IÉSEG School of Management, France
- yyyy2022** BSMART TV - Interview sur l'engagement et l'évolution du management post-Covid, IÉSEG School of Management, France
- yyyy2021** IÉSEG EDI WEBINAR "Réinventer un leadership durable: l'engagement, clé de la transformation de vos organisations", IÉSEG School of Management, France
- yyyy2021** 2 videos shooting for Le Village by CA - Future use for EDI activities, IÉSEG School of Management, France
- yyyy2022** Participation aux Jurys d'admission IESEG 2022, IÉSEG School of Management, France
- yyyy2021** Jurys Oraux 2021, IÉSEG School of Management, France
- yyyy2021** PON department recruitment, IÉSEG School of Management, France
- 2021 - 2022** Academic Director - Mastère Spécialisé 'Transformation et Développement Humain', IÉSEG School of Management, France
- 2020 - 2021** Active contribution to the Positive Leadership Development course, IÉSEG School of Management, France